



## JUNIOR GOLF PROGRAM CODE OF CONDUCT

### INTRODUCTION

This Code of Conduct sets expectations for how we all need to behave around children. Gerringong Golf Club is committed to ensuring the safety and wellbeing of all children and young people who participate in golf and access our golf services. To achieve this, we will provide a safe, fair, and inclusive environment for everyone; and require a high standard of behaviour from players, athletes, administrators, coaches, officials, parents/guardians, and spectators. This Code of Conduct is underpinned by the following core values:

- To act within the rules and spirit of golf.
- To display respect and courtesy towards everyone involved in golf and prevent discrimination, bullying, and sexual harassment.
- To prioritise the safety and well-being of Children and Young People involved in golf.
- To encourage and support opportunities for participation in all aspects of golf.
- To maintain appropriate boundaries when interacting with children.

Gerringong Golf Club fully supports the prevention and reporting of any form of child abuse. Abuse can take many forms including physical, sexual, psychological, ill-treatment and neglect. Our Child Safe Policy comes under the umbrella of Golf Australia's Child Safeguarding Policy. This link provides more information about these different types of abuse.

[https://assets.ctfassets.net/3urhge2ecl20/7rYPjvNltMdxdl30si0esP/4568076494350005b5dfbf98558a27df/Golf\\_Australia\\_National\\_Integrity\\_Framework\\_-\\_Child\\_Safeguarding\\_Policy\\_-\\_June\\_2022.pdf](https://assets.ctfassets.net/3urhge2ecl20/7rYPjvNltMdxdl30si0esP/4568076494350005b5dfbf98558a27df/Golf_Australia_National_Integrity_Framework_-_Child_Safeguarding_Policy_-_June_2022.pdf)

This Code of Conduct also identifies behaviours that we consider unacceptable. Engaging in any form of unacceptable behaviour is a breach of this Code of Conduct and may result in reporting to the appropriate authorities. Some examples of concerning behaviours are also provided below. In isolation these behaviours may not constitute a breach of the

Code of Conduct, but together may indicate a pattern of behaviour that poses a risk to the safety of children.

It is important to note that any adult in child-related work is considered to have committed an offence if they know another person poses a serious risk of abusing a child (under 18 years), they have the power to reduce or remove the risk, and negligently fail to do so. All adults in NSW are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years) has been abused.

### **I WILL**

- Report and act on any concerns or observed breaches of this Code of Conduct.
- Report any actual or perceived conflicts of interest (such as an outside relationship with a child).
- Participate in all compulsory training.
- Encourage inclusivity for all children, their families and carers.
- Treat all children and young people with respect, uphold their rights and always prioritise their needs.
- Listen to and value children and young people's ideas and opinions and respond to them appropriately.
- Take a child seriously if they disclose harm or abuse.
- Encourage input on any decision regarding children while at Gerringong Golf Club.
- Immediately contact management if incidents relating to abuse or child safety are identified.
- Keep all information about child protection concerns confidential.

### **I WILL NOT**

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Exaggerate or trivialise child abuse issues.
- Use hurtful, discriminatory or offensive behaviour or language with children.
- Fail to report information to police if I know a child has been abused.
- Engage in unwarranted and inappropriate touching involving a child.
- Persistently criticise and/or denigrate a child.

- Deliberately prevent a child from forming friendships.
- Verbally assault a child or create a climate of fear.
- Offer children and young people alcohol, cigarettes or other drugs.
- Show pornographic images, share details of sexual experiences, use sexual language or gestures in the presence of children.
- Encourage a child to communicate with me in a private setting.
- Use mobile devices to take photos/videos of children unless all requirements have been met under the Golf Australia's Child Safeguarding Policy - Annexure B, Child Safe Commitment and Practices, Photographs of Children, 2.7.

## CONTACTS AND POLICY

Complaints about a breach of this Code of Conduct must be reported to our Club Professional Shane Cochrane. Shane can be contacted by phone on 0422 742 763 or via email [scochrane@pgamember.org.au](mailto:scochrane@pgamember.org.au) or Club President Geoffrey Manning by phone on 0417 437 372 or via email [gandpmanning@gmail.com](mailto:gandpmanning@gmail.com)

Staff and volunteers who breach this Code of Conduct may be subject to disciplinary action. This can include reporting to police and other government authorities, increased supervision, appointment to an alternate role, suspension or termination from the organisation.

Some breaches of this Code of Conduct may need to be reported to the NSW Police and /or the Department of Communities and Justice and the Office of the Children's Guardian.

I have read this Code of Conduct and agree to abide by it and its terms.

Name:

Signature:

Date:

REFERENCE: NSW GOVERNMENT - OFFICE OF THE CHILDREN'S  
GUARDIAN.

GOLF AUSTRALIA

GOLF NSW

